Bargaining Update
October 2016

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Bargaining Update is a monthly report that provides information about the unionized workforce, primarily in Alberta.

The settlement data reported in this issue of Bargaining Update is based on the collective agreement settlement information received by Mediation Services during the month of October.

In October 2016, Mediation Services received settlement information regarding 43 bargaining relationships encompassing 8,868 employees. There were 14 private sector and 29 public sector settlements, covering 707 and 8,161 employees respectively.

Highlights

International Association of Fire Fighters (IAFF)
Five collective agreements between IAFF and the municipalities of Calgary, St. Albert, Canmore, Cochrane, and Okotoks were filed with Mediation Services this month. Three agreements affecting 1,534 fire fighters will be expiring on December 31, 2016. Two agreements affecting 148 fire fighters will expire on December 31, 2017.

Health Care Settlements
In October 2016, 757 support services workers, auxiliary nursing care employees and registered nurses achieved collective agreements with Capital Care, Carewest, Covenant Health, Extendicare, Park Place Seniors Living and Revera. The agreements reached with AUPE, CUPE and UNA have expiry dates between March 31, 2017 and March 31, 2018.

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Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage Settlement
Accommodation and Food Services					
ARAMARK Canada – Vanguard Shepherd's Care Teamsters Local 987	12	26	2018-07-19	2016-05-08	1st year 4.5% 2nd year 3.0%
Civeo Premium Services – Kaybob Lodge UFCW Local 401	44	24	2017-11-06	2015-11-06	1st year 1st CBA, No wage data 2nd year 0%
FHR Fairmont Banff Springs Unifor Local 4325	30	36	2019-08-31	2016-08-18	1st year 2.5% 2nd year 2.5% 3rd year 2.5%
Administrative and Support, Waste Management and Remediation Services					
Arts, Entertainment, and Recreation					
Construction					
Educational Services					
Medicine Hat Catholic Separate Regional Division No. 20 CUPE Local 829	20	36	2019-08-31	2016-09-19	1st year 1% 2nd year 1% 3rd year 1%
Red Deer Public School District No. 104 CUPE Local 1012	75	12	2017-08-31	2016-10-03	1st year 0%
Red Deer College AUPE	250	12	2017-06-30	2016-08-08	1st year 2%
Red Deer College CUPE Local 1445	166	12	2017-06-30	2016-08-30	1st year 2%
University of Calgary Faculty Association	2,300	12	2017-06-30	2016-06-20	1st year 1%
Health Care and Social Assistance					
Age Care – Beverly Centre Lake Midnapore CUPE Local 8	180	36	2018-10-31	2016-08-16	1st year 0.0% 2nd year 2.4% 3rd year 2.0%
Calgary Women's Emergency Shelter CUPE Local 4731	65	36	2019-04-30	2016-06-28	1st year 1% 2nd year 1% 3rd year 1%
Capital Care – GSS – Grandview, Kipnes, Strathcona, Lynnwood	500	36	2017-06-30	2016-10-25	1st year 2% 2nd year 2% 3rd year 1%
Carewest – GSS AUPE	417	36	2017-06-30	2016-10-05	1st year 2% 2nd year 2% 3rd year 1%
CASA Child Adolescent & Family Mental Health HSAA	134	36	2019-03-31	2016-09-14	1st year 0.0% 2nd year 2.5% 3rd year 0.0%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage Settlement
Health Care and Social Assistance					
Choices in Community Living – Copper Sky AUPE	157	36	2019-03-31	2016-09-19	1st year 2.00% 2nd year 2.00% 3rd year 2.25%
Choices in Community Living – Legacy Lodge AUPE	114	36	2019-03-31	2016-09-19	1st year 2.00% 2nd year 2.00% 3rd year 2.25%
Covenant Health – Edmonton General, Grey Nuns Operating Engineers Local 955	28	36	2017-03-31	2016-10-11	1st year 2% 2nd year 2% 3rd year 1%
Covenant Health - Misericordia / Villas Caritas CUPE Local 2111	650	48	2018-03-31	2016-09-13	1st year 2% 2nd year 2% 3rd year 1% 4th year Me Too
Extendicare (Canada) – Michener Hill AUPE	354	36	2017-12-31	2016-10-26	1st year 2.25% 2nd year 2.25% 3rd year Me Too AHS/AUPE
Park Place Seniors Living – Devonshire Care Centre AUPE	188	24	2017-03-31	2016-10-25	1st year 2.0% 2nd year 1.5%
Park Place Seniors Living – Hardisty Care Centre AUPE	116	24	2017-03-31	2016-10-25	1st year 2.0% 2nd year 1.5%
Qualicare – Rivercrest Lodge Nursing Home UNA	10	24	2017-06-30	2016-09-30	1st year 2.25% 2nd year 3.00%
Revera – Jasper Place, South Terrace, Miller Crossing AUPE	453	24	2018-03-31	2016-10-24	1st year 2.25% 2nd year 2.00%
Wheatland Lodge CUPE Local 8	25	24	2018-04-30	2016-09-21	1st year 2% 2nd year 2%
Information and Cultural Industries					
Manufacturing					
Bonduelle Canada – Lethbridge Processing Plant (formerly Lucerne Foods) Teamsters Local 987	82	36	2019-03-05	2016-04-29	1st year 1.25% 2nd year 1.25% 3rd year 1.25%
Burnbrae Farms UFCW Local 401	55	48	2020-06-13	2016-10-21	1st year $0.30 per hour 2nd year $0.30 per hour 3rd year $0.30 per hour 4th year $0.35 per hour
Mining and Oil and Gas Extraction					

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage Settlement
Other Services (except Public Administration)					
Alberta Federation of Labour Unifor Local 445	5	36	2019-03-31	2016-06-24	1st year 2.5% 2nd year 2.5% 3rd year 2.5%
UNA Unifor Local 445	28	32	2018-12-31	2016-04-20	1st year 3% 2nd year 2% 3rd year 2%
Professional, Scientific and Technical Services					
Public Administration					
City of Calgary Calgary Police Senior Officers' Association	40	36	2016-12-25	2016-02-24	1st year 2.25% 2nd year 2.75% 3rd year 3.00%
City of Calgary IAFF Local 255	1,496	36	2016-12-31	2016-09-28	1st year 2.25% 2nd year 2.50% 3rd year 2.50%
City of Camrose CUPE Local 1425	75	36	2019-12-31	2016-09-19	1st year 1.5% 2nd year 1.5% 3rd year 2.0%
City of St. Albert IAFF Local 2130	103	36	2017-12-31	2016-10-06	1st year 1.60% 2nd year 1.68% 3rd year 1.95%
Sturgeon County Operating Engineers	49	50	2020-12-31	2016-09-27	1st year 1st CBA, No wage data 2nd year 1.00% 3rd year 1.50% 4th year 1.75% 5th year 2.50%
Town of Canmore IAFF Local 4705	24	36	2016-12-31	2016-10-18	1st year 2.62% 2nd year 2.25% 3rd year 2.50%
Town of Cochrane IAFF Local 4819	45	42	2017-12-31	2016-10-04	2014, July 1.40% 2nd year 1.90% 3rd year 2.31% 4th year 2.13%
Town of Okotoks IAFF Local 4829	14	73	2016-12-31	2016-03-28	1st year 1st CBA, No wage data 2nd year 4.0% 3rd year 3.5% 4th-5th year TBD
Retail Trade					
Transportation and Warehousing					
Sobeys West – Retail Support Centre UGCW Local 401	153	24	2017-12-30	2016-06-16	1st year $0.80 per hour 2nd year $0.80 per hour

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage Settlement
Utilities					
Capital Power IBEW Local 1007	113	36	2018-12-09	2016-09-22	1st year 2.5% 2nd year 2.0% 3rd year 2.0%
Wholesale Trade					
McKesson Canada Teamsters Local 987	60	48	2020-05-31	2016-07-23	1st year 2% 2nd year 2% 3rd year 2% 4th year 2%

Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to October 31, 2016.

Accommodation and Food Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Chateau Lacombe Hotel	UNITE HERE Local 47	2015-12-31	170	Bargaining
Compass Group – ESS First North , Firebag	UNITE HERE Local 47	2016-06-30	170	
Compass Group – ESS First North, Suncor	UNITE HERE Local 47	2016-06-30	150	
Compass Group – Eurest Dining Services	UFCW Local 401	2016-04-25	128	
Crown Camp Services – Syncrude – Culinary	UNITE HERE Local 47	2016-06-30	160	
Dene West – Albian Sands Village	UNITE HERE Local 47	2016-04-30	250	
Sodexo Canada	Labourers Local 92	2016-02-28	130	

Administrative and Support, Waste Management and Remediation Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS

Arts, Entertainment, and Recreation

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Edmonton Northlands	CUPE Local 30	2015-12-31	112	

Construction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Alberta Roadbuilders & Heavy Construction	Operating Engineers Local 955	2015-02-28	1,300	Bargaining
Canadian Automatic Sprinkler Association	Plumbers & Pipefitters	2016-04-30	450	
Canadian Oilsands Construction	CLAC Local 63 – Construction	2016-09-30	115	
Carillion Canada	AUPE	1st agreement	400	Bargaining
FDS Prime Energy Services	CLAC Local 63 - Construction	2015-11-30	235	
Flint Pipeline Services – Pipeline	CLAC Local 63 - Construction	2016-05-31	175	
JVD Installations – Construction	CLAC Local 63 - Construction	2016-01-31	1,878	
Kiewit Construction Canada	CLAC Local 63 - Construction	2016-01-31	450	
Kiewit Energy Construction	CLAC Local 63 – Construction	2016-02-15	1,185	
Ledcor Foundations	CLAC Local 63 - Construction	2016-01-31	110	
Ledcor Industrial Limited - NOVA Project	CLAC Local 63 - Construction	2016-01-31	200	
Ledcor Pipeline	CLAC Local 63 - Construction	2016-05-31	727	
Ledcor RMC Services	CLAC Local 63 - Construction	2016-06-30	465	
Ledcor Utility Infrastructure	CLAC Local 63 - Construction	2016-09-30	280	
Process Plant Constructors	CLAC Local 63 – Construction	2016-08-15	120	
Saipem Construction Canada – Construction	CLAC Local 63 - Construction	2015-10-31	1,076	
Tarpon Construction Management	CLAC Local 63 - Construction	2015-10-31	200	
Trotter & Morton Building Technologies	Employees' Association	2016-05-31	304	
Westwood Electric	CLAC Local 63 - Construction	2016-04-30	228	

Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
62 School Boards	ATA	2016-08-31	33,121	
Athabasca University	Athabasca University Faculty Association	2016-06-30	290	
Athabasca University - Tutors	CUPE Local 3911	2016-06-30	325	
Buffalo Trail Public Schools Regional Division 28	CUPE Local 1606	2016-08-31	246	
Calgary Board of Education	Bargaining Council of Construction & Maint.....	2016-01-31	150	Mediation
Calgary Board of Education	CUPE Local 40	2015-08-31	675	Mediation
Calgary Roman Catholic School District No. 1	CUPE Local 520	2016-08-31	283	
Calgary Roman Catholic School District No. 1	Unifor Local 1990	2016-08-31	1,600	
Edmonton Catholic Separate School District No. 7	AUPE	2016-08-31	326	
Edmonton Catholic Separate School District No. 7	Unifor Local 52A	2016-08-31	781	
Edmonton School District No. 7 - Support Staff	CUPE Local 3550	2015-08-31	2,400	Bargaining
Foothills School Division No. 38	Assn. of Drivers of Foothills School Division	2016-08-31	110	
Foothills School Division No. 38	CUPE Local 5040	2016-08-31	157	
Fort McMurray Catholic Board of Education	CUPE Local 2559	2016-08-31	270	
Fort McMurray Public School District No. 2833	CUPE Local 2545	2016-08-31	280	
Horizon School Division No. 67	CUPE Local 3203	2016-08-31	300	
Keyano College	CUPE Local 2157	2016-06-30	180	
Lakeland College	Lakeland College Faculty Association	2016-06-30	113	

Current & Upcoming Collective Bargaining

Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Lethbridge College	AUPE	2016-06-30	400	
Lethbridge College	Lethbridge College Faculty Association	2016-06-30	406	
Living Waters Catholic Regional Division No. 42	AUPE	2016-08-31	100	
Livingstone Range School Division No. 68	CUPE Local 2133	2016-08-31	110	
Medicine Hat College	Faculty Association of Medicine Hat College	2016-06-30	255	
Mount Royal University	Mount Royal Faculty Association	2016-06-30	900	
Northern Lakes College	Faculty Association of Northern Lakes College	2016-06-30	130	
Portage College	AUPE	2016-06-30	126	
Red Deer College	Faculty Association of Red Deer College	2016-06-30	300	
St. Albert Public School District No. 5565	CUPE Local 1099	2016-08-31	249	
Sturgeon School Division No. 24	CUPE Local 4625	2016-08-31	187	
University of Lethbridge	AUPE	2016-06-30	470	
University of Lethbridge	University of Lethbridge Faculty Association	2016-06-30	400	

Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Age Care – Walden Heights Seniors Community	AUPE	1st agreement	231	Mediation
Alberta Health Services – ANC	AUPE	2015-03-31	14,405	Mediation
Bethany Nursing Home	AUPE	2015-03-31	377	Bargaining
Brenda Strafford Foundation - Clifton Manor	AUPE	2015-03-31	211	Mediation
Capital Care – ANC	AUPE	2015-06-30	1,446	Mediation
Capital Care - Dickensfield, Norwood	CUPE Local 1158	2014-06-30	290	Mediation
Carewest – ANC	AUPE	2015-06-30	780	Bargaining
CBI Home Health	AUPE	1st agreement	512	Mediation
Chantelle Management Edith Cavell Care Centre	AUPE	2015-11-30	112	Mediation
Covenant Health – ANC	AUPE	2015-03-31	2,157	Mediation
Educating & Employing Entities	Professional Association of Resident Physicians	2015-06-30	1,600	Bargaining
Good Samaritan Society - Dr. Gerald Zetter	CUPE Local 1031	2016-06-30	120	
Good Samaritan Society - Group Homes	AUPE	2015-06-30	123	Bargaining
Good Samaritan Society - South Ridge Village	Steelworkers Local 1-207	2015-06-30	120	Bargaining
Intercare - Brentwood, Chinook, Southwood	CUPE Local 8	2015-06-30	840	Mediation
Park Place - Newport Harbour Care Centre	AUPE	2015-03-31	149	Mediation
Park Place - Villa Marguerite	AUPE	2014-06-25	189	Mediation
Revera - Bow Crest	CUPE Local 8	2016-10-31	150	
Revera - McKenzie Towne	CUPE Local 8	2016-10-31	137	
Revera – Riverview	UFCW Local 1118	2016-03-31	140	Mediation
Revera Lessee - Edgemont Retirement	AUPE	2015-12-31	115	
Southern Alberta Community Living Association	CUPE Local 4791	2016-06-30	144	
St. Michael's Long Term Care Centre	AUPE	2015-06-30	127	Mediation
Symphony Senior Living - Aspen Ridge	AUPE	2016-01-31	107	Bargaining
Venta Care Centre – ANC	AUPE	2015-07-31	105	Bargaining
Well Being Services – Millrise	AUPE	1st agreement	245	Mediation
Wood"s Homes	CUPE Local 4731	2016-09-30	299	
Youville Homes (Grey Nuns) of St. Albert	Steelworkers Local 1-207	2015-03-31	210	Bargaining

Information and Cultural Industries

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Yellow Pages Group - Sales	IBEW Local 2228	2015-12-31	112	Bargaining

Manufacturing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Agropur Cooperative – Milk Plant	UFCW Local 401	2016-05-07	108	
Celanese EVA Performance Polymers	Unifor Local 21A	2016-01-18	214	
Coca Cola Refreshments Canada	Teamsters Local 987	2016-10-01	271	
EVRAZ	Steelworkers Local 6673	2014-07-31	245	
EVRAZ	Unifor Local 551	2016-01-31	131	
Imperial Oil - Strathcona Refinery	Unifor Local 21A	2016-01-31	235	
Kiewit Energy Fabricators	CLAC Local 63 – Construction	2016-02-15	140	
Multi-Employer Fabrication & Manufacturing	Plumbers & Pipefitters Local 488	2016-04-30	400	
Olymel	UFCW Local 1118	2016-01-31	1,300	
Pepsi Beverages	Unifor Local 1410	2015-12-31	120	Bargaining
Prudential Steel	Steelworkers Local 7226	2015-12-31	301	

Current & Upcoming Collective Bargaining

Manufacturing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Saputo Dairy Products – Cheese	Teamsters Local 987	2016-04-30	132	
Sherritt International	Unifor Local 530A	2016-03-31	350	Mediation
Sobeys West - Calgary Refrigerated Warehouse & Commissary	UFCW Local 401	2016-08-27	262	
Sofina Foods - Lilydale	UFCW Local 1118	2015-03-31	199	
Suncor Energy Products - Edmonton Refinery	Unifor Local 501A	2016-01-31	274	Bargaining

Mining and Oil and Gas Extraction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Willbros Facilities & Tanks	CLAC Local 63 - Construction	2016-10-10	722	

Other Services (except Public Administration)

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Union Tractor	Union Tractor Employees' Association	2015-05-31	101	

Professional, Scientific, and Technical Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS

Public Administration

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Alberta Pensions Administration	AUPE	2014-12-31	153	CAB
City of Grande Prairie	CUPE Local 787	2015-12-31	617	
City of Lethbridge	Lethbridge Police Association	2015-12-31	170	Bargaining
City of St. Albert	CUPE Local 941	2015-12-31	125	Bargaining

Real Estate and Rental and Leasing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Aviscar	UFCW Local 401	2016-05-31	211	Mediation

Retail Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Calgary Co-Op	Union of Calgary Co-Operative Employees	2016-10-29	2822	
First Truck Centre Edmonton	CLAC Local 56	2016-10-31	135	
Medicine Hat Co-Op	UFCW Local 401	2015-07-19	170	Bargaining

Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Tracker Logistics	Unifor Local 4050	2016-10-31	137	

Utilities

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS

Wholesale Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Federated Co-Operatives & Grocery People	Teamsters Local 987	2016-08-31	139	
Western Grocers	Teamsters Local 987	2016-06-16	168	

Essential Services Bargaining Relationships

Parties subject to essential services provisions

Government, Boards, and Agencies

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Alberta Pensions Administration	AUPE	2014-12-31	153	CAB
Alberta Investment Management Corporation	AUPE	2016-08-31	55	Active
Alberta Livestock & Meat Agency	AUPE	2017-03-31	20	Active
ATB Financial	AUPE	2017-03-31	1,181	Active
GOA	AUPE	2017-03-31	24,314	Active
Travel Alberta	AUPE	2017-03-31	37	Active
Alberta Gaming & Liquor Commission	AUPE	2017-07-31	620	Active
Alberta Innovates - Bio Solutions	AUPE	2017-08-31	6	Active
Alberta Innovates - Energy & Environmental Solutions	AUPE	2017-08-31	9	Active
Alberta Innovates - Technology Futures	AUPE	2017-09-30	250	Active
Workers' Compensation Board	HSAA	2017-12-31	123	Active

Education

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Athabasca University – Tutors	CUPE Local 3911	2016-06-30	325	Expired
Keyano College	CUPE Local 2157	2016-06-30	180	Expired
Lethbridge College	AUPE	2016-06-30	400	Expired
Portage College	AUPE	2016-06-30	126	Expired
University of Lethbridge	AUPE	2016-06-30	470	Expired
Alberta College of Art & Design	AUPE	2017-06-30	69	Active
Athabasca University	AUPE	2017-06-30	269	Active
Bow Valley College	AUPE	2017-06-30	274	Active
Grande Prairie Regional College	Employees' Association	2017-06-30	140	Active
Grande Prairie Regional College - Fairview Campus	AUPE	2017-06-30	100	Active
Grant MacEwan University	Staff Association	2017-06-30	720	Active
Lakeland College	AUPE	2017-06-30	263	Active
Medicine Hat College	AUPE	2017-06-30	163	Active
Mount Royal University	Staff Association	2017-06-30	678	Active
NAIT	AUPE	2017-06-30	1,100	Active
NorQuest College	AUPE	2017-06-30	224	Active
Northern Lakes College	AUPE	2017-06-30	109	Active
Olds College	AUPE	2017-06-30	200	Active
Red Deer College	AUPE	2017-06-30	250	Active
Red Deer College	CUPE Local 1445	2017-06-30	166	Active
SAIT	AUPE	2017-06-30	700	Active
University of Calgary	AUPE	2018-03-30	4,800	Active
University of Alberta	Non-Academic Staff	2019-03-31	6,678	Active

Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Covenant Health - Bonnyville Health Centre - GSS	HSAA	2014-03-31	68	Bargaining
Covenant Health – GSS	AUPE	2014-03-31	510	Mediation
Capital Care - Dickensfield, Norwood	CUPE Local 1158	2014-06-30	290	Mediation
Carewest - Colonel Belcher	CUPE Local 8	2014-06-30	66	Bargaining
Bethany Care Society – Calgary	HSAA	2014-07-31	13	Mediation
Covenant Health – St. Joseph's Home / Carmel Hospice	CUPE Local 408	2014-08-31	25	Bargaining
Alberta Health Services – ANC	AUPE	2015-03-31	14,500	Mediation
Bethany Nursing Home - Rosehaven Care Centre	AUPE	2015-03-31	377	Bargaining
Covenant Health – ANC	AUPE	2015-03-31	2,157	Mediation
Youville Homes (Grey Nuns) of St. Albert	Steelworkers Local 1-207	2015-03-31	210	Bargaining
Capital Care – ANC	AUPE	2015-06-30	1,446	Mediation
Carewest – ANC	AUPE	2015-06-30	780	Bargaining
St. Michael's Long Term Care Centre	AUPE	2015-06-30	127	Mediation
Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE Local 1031	2016-06-30	120	Expired
Alberta Health Services	UNA	2017-03-31	28,353	Active
Alberta Health Services – GSS	AUPE	2017-03-31	23,800	Active
Alberta Health Services - PMP/PMT	HSAA	2017-03-31	18,930	Active
Bethany Care Society – Calgary	UNA	2017-03-31	68	Active
Bethany Nursing Home - Rosehaven Care Centre	HSAA	2017-03-31	15	Active
Bethany Nursing Home - Rosehaven Care Centre	UNA	2017-03-31	21	Active
Capital Care	UNA	2017-03-31	325	Active
Capital Care - PMP/PMT	HSAA	2017-03-31	154	Active
Carewest - Colonel Belcher	UNA	2017-03-31	24	Active

Essential Services Bargaining Relationships

Parties subject to essential services provisions

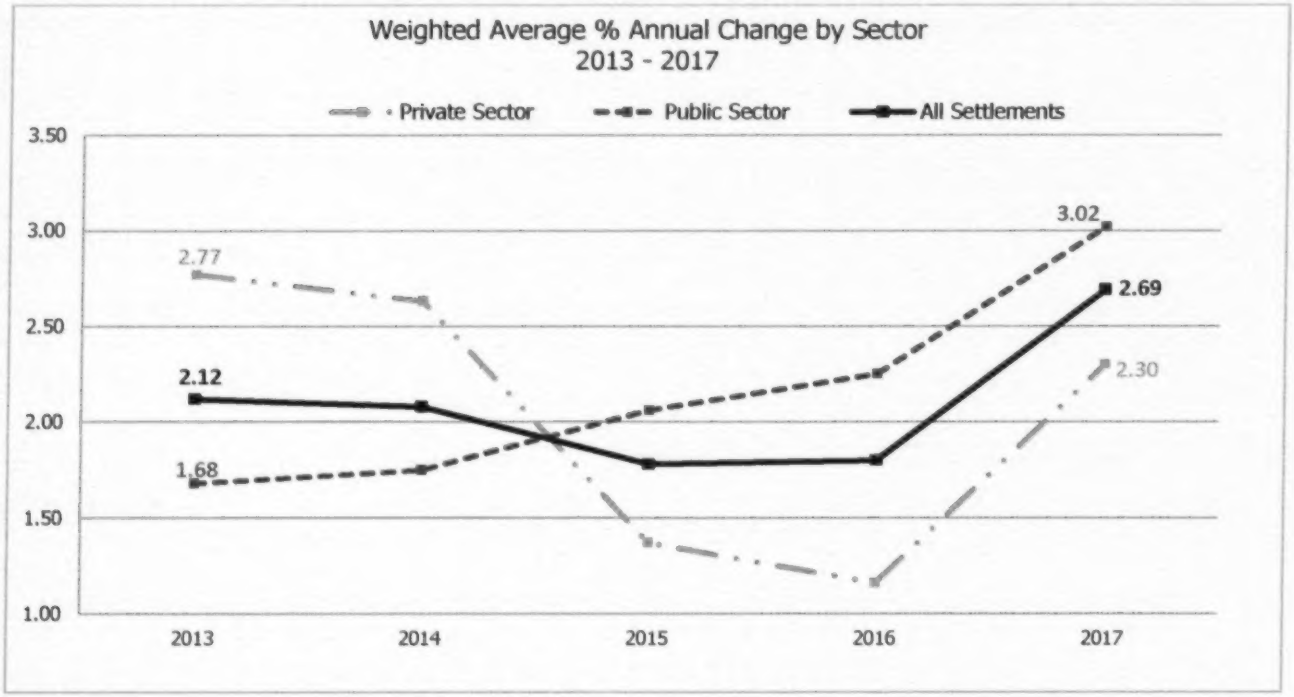
Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Covenant Health	UNA	2017-03-31	2,876	Active
Covenant Health - Edmonton General, Grey Nuns	CUPE Local 41	2017-03-31	1,109	Active
Covenant Health - Edmonton General, Grey Nuns	Operating Engineers	2017-03-31	28	Active
Covenant Health - Misericordia / Villas Caritas	CUPE Local 2111	2018-03-31	650	Active
Covenant Health - PMP/PMT	HSAA	2017-03-31	1,314	Active
Lamont Health Care Centre	AUPE	2017-03-31	80	Active
Lamont Health Care Centre	HSAA	2017-03-31	13	Active
Lamont Health Care Centre	UNA	2017-03-31	34	Active
Shepherd's Care - Millwoods & Kensington Village	UNA	2017-03-31	32	Active
St. Michael's Long Term Care Centre	UNA	2017-03-31	15	Active
Capital Care - GSS	AUPE	2017-06-30	500	Active
Carewest – GSS	AUPE	2017-06-30	417	Active
Carewest - PMP/PMT	HSAA	2017-06-30	180	Active
Bethany Care Society - Calgary - ANC	AUPE	2017-08-31	367	Active
Bethany Care Society - Calgary - GSS	AUPE	2017-08-31	39	Active
Shepherd's Care - Millwoods - ANC	AUPE	2017-09-30	125	Active
Covenant Health - St. Michael's Health Centre	CUPE Local 408	2018-03-31	95	Active
Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2018-06-30	15	Active

Wage Settlements in Alberta
Weighted Average % Annual Change by Sector 2013-2017

Wage data reflects the average yearly % change taking effect in the indicated year.

	Sector	Agreements	Employees	Weighted Average % Annual Change
2013	Private Sector	622	162,019	2.77
	Public Sector	541	243,002	1.68
	All Settlements	**1,163**	**405,021**	**2.12**
2014	Private Sector	624	165,094	2.63
	Public Sector	555	280,256	1.75
	All Settlements	**1,179**	**445,350**	**2.08**
2015	Private Sector	585	166,889	1.37
	Public Sector	514	243,899	2.06
	All Settlements	**1,099**	**410,788**	**1.78**
2016	Private Sector	446	138,488	1.16
	Public Sector	343	195,735	2.25
	All Settlements	**789**	**334,223**	**1.80**
2017	Private Sector	211	40,317	2.30
	Public Sector	150	47,970	3.02
	All Settlements	**361**	**88,287**	**2.69**

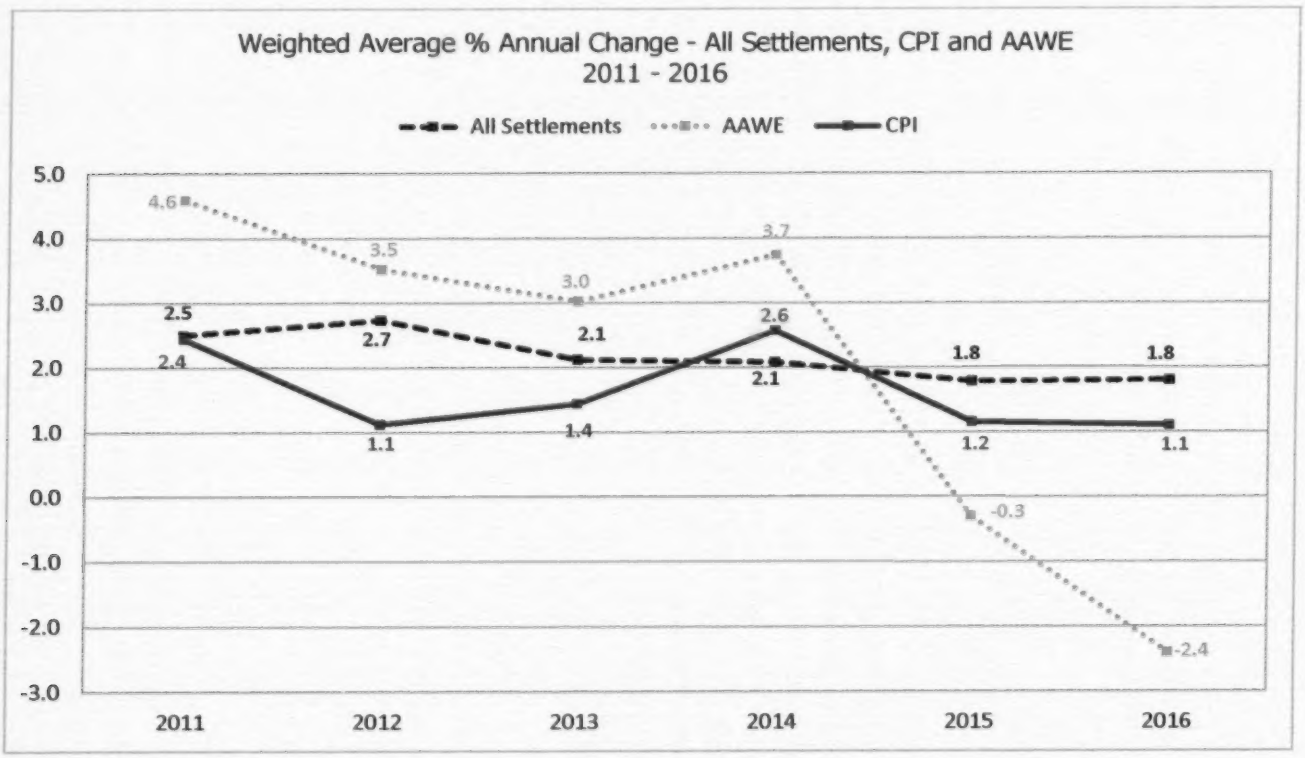


Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

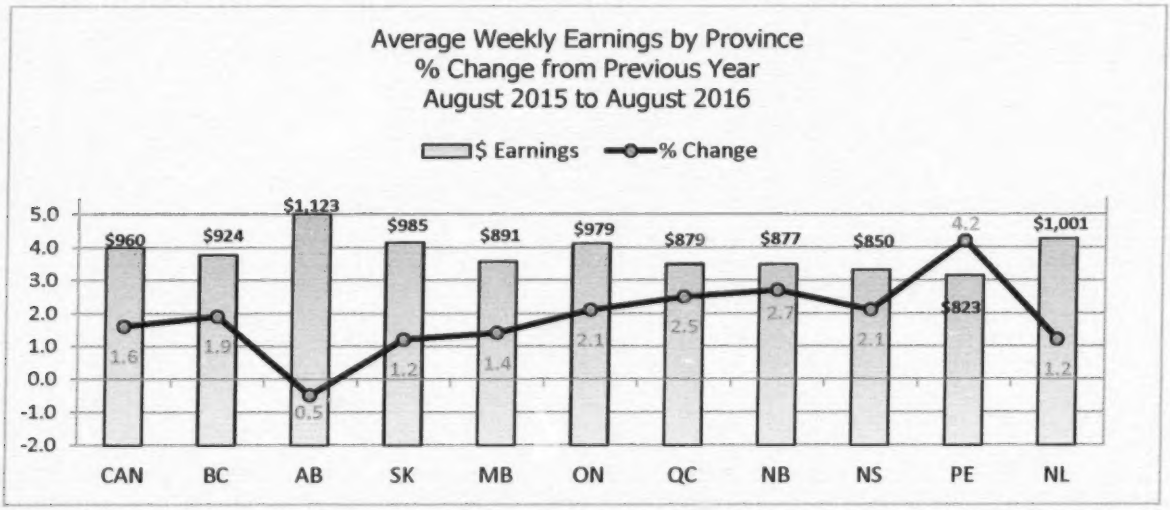
Wage Settlements in Alberta
Weighted Average % Annual Change by Industry

Wage data reflects the average yearly % change taking effect in the indicated year.

	2014			2015			2016			2017		
Industry Sector	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**
Accommodation & Food Services	39	5,140	**3.24**	41	5,490	**3.08**	25	4,013	**2.91**	12	1,756	**2.60**
Administrative & Support, Waste Management & Remediation Services	10	613	**3.07**	12	1,398	**0.62**	10	1,530	**0.79**	7	1374	**1.98**
Arts, Entertainment, & Recreation	36	4,404	**2.42**	36	4,267	**2.05**	35	4,436	**1.88**	24	3,096	**2.44**
Construction	145	70,030	**2.46**	128	74,410	**0.27**	78	64,235	**-0.13**	13	1,577	**1.78**
Educational Services	185	85,177	**0.98**	177	75,871	**1.80**	63	32,295	**1.93**	20	12,656	**1.59**
Finance & Insurance	2	6	**2.75**	2	6	**2.75**	2	17	**2.91**	2	17	**2.91**
Health Care & Social Assistance	213	125,573	**2.03**	184	98,184	**1.93**	144	95,325	**2.02**	43	3,664	**2.14**
Information & Cultural Industries	18	1,819	**1.80**	16	1,787	**2.18**	11	1,597	**2.91**	8	1,504	**3.33**
Manufacturing	187	22,988	**2.09**	177	22,403	**2.05**	144	18,185	**1.62**	72	8,553	**1.97**
Mining & Oil & Gas Extraction	33	10,476	**3.18**	27	8,321	**1.03**	15	3,740	**1.50**	6	732	**2.58**
Other Services (except Public Administration	48	9,223	**2.47**	45	8,662	**0.63**	35	4,230	**0.58**	18	654	**2.89**
Professional, Scientific, & Technical Services	6	2,008	**2.90**	6	2,061	**0.51**	6	1,833	**2.27**	3	1,770	**2.33**
Public Administration	132	64,327	**2.13**	129	64,401	**2.50**	115	62,935	**2.74**	71	27,392	**3.85**
Real Estate & Rental & Leasing	4	233	**3.17**	4	244	**3.15**	3	119	**3.01**	1	28	**4.14**
Retail Trade	22	25,669	**3.15**	18	25,553	**3.14**	19	22,908	**3.50**	16	13,827	**2.78**
Transportation & Warehousing	47	4,354	**2.61**	46	4,606	**2.00**	42	4,212	**1.15**	24	2,832	**1.49**
Utilities	27	9,020	**3.48**	27	8,823	**3.44**	23	8,654	**3.24**	12	4,092	**2.65**
Wholesale Trade	25	4,290	**2.72**	24	4,283	**2.90**	19	3,959	**0.49**	9	2,763	**1.12**
All Settlements	**1,179**	**445,350**	**2.08**	**1,099**	**410,788**	**1.78**	**789**	**334,223**	**1.80**	**361**	**88,287**	**2.69**

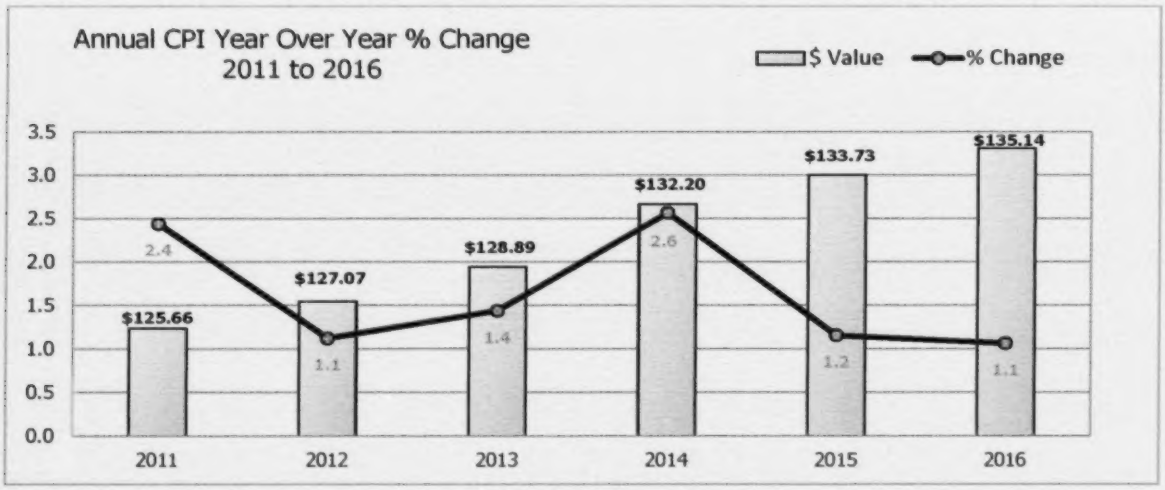


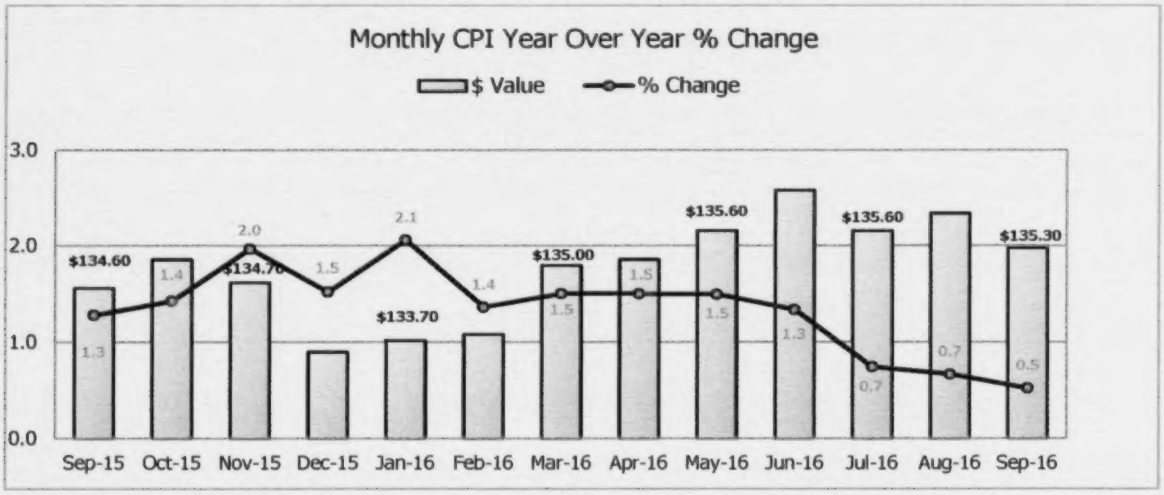
Average Weekly Earnings Alberta (AWEA)*

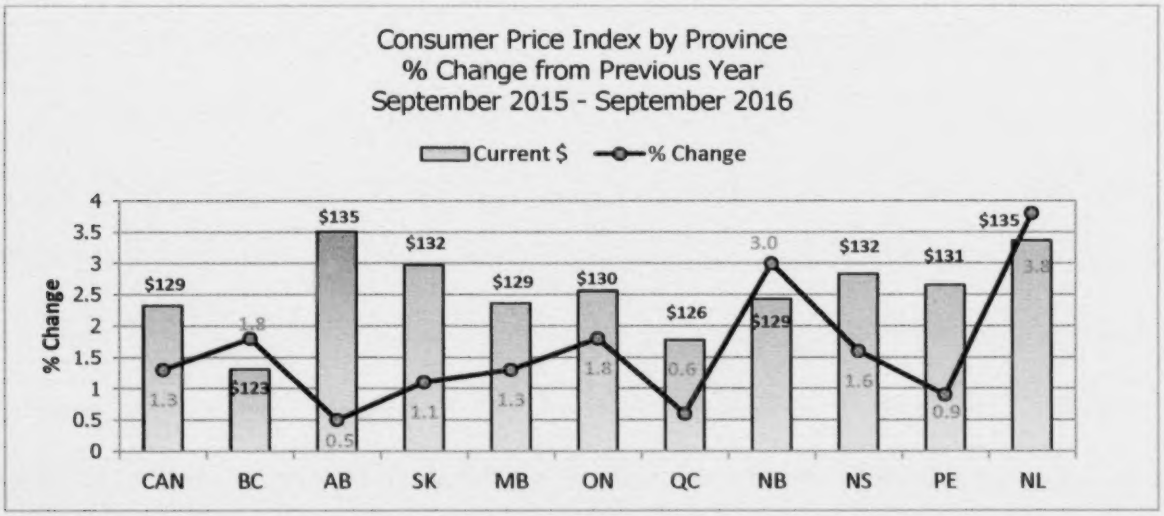


*To date preliminary figures. Graph data available upon request.
[1] **Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100
[2] **Year over Year % Change (Annual)** - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI), 2002=100







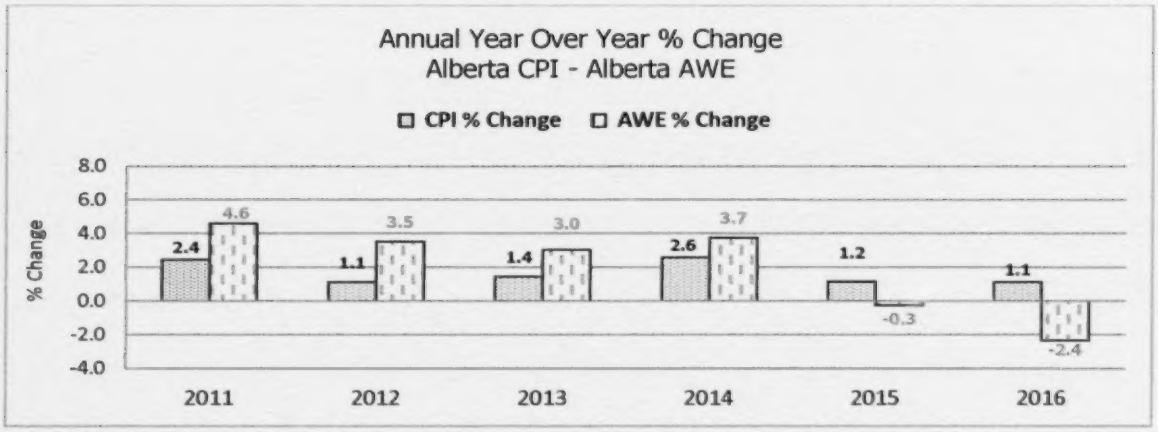
*Year to date – Graph data available upon request.

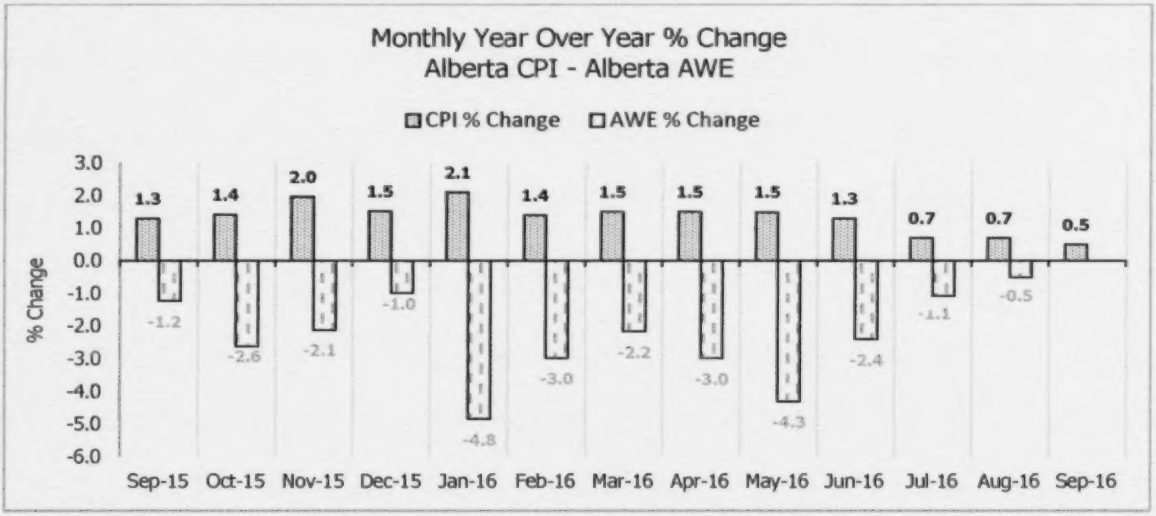
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Alberta CPI and AWEA Comparison





Consumer Price Index

Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Sep 15	127.1	1.0	134.6	1.3	134.4	1.6	135.1	1.1
Oct 15	127.2	1.0	135.1	1.4	134.8	1.5	135.7	1.5
Nov 15	127.1	1.4	134.7	2.0	134.5	2.0	135.3	2.0
Dec 15	126.5	1.6	133.5	1.5	133.2	1.6	134.1	1.5
Jan 16	126.8	2.0	133.7	2.1	133.4	2.2	134.3	2.0
Feb 16	127.1	1.4	133.8	1.4	133.3	1.3	134.4	1.4
Mar 16	127.9	1.3	135.0	1.5	134.7	1.6	135.5	1.4
Apr 16	128.3	1.7	135.1	1.5	135.0	1.7	135.5	1.4
May 16	128.8	1.5	135.6	1.5	135.4	1.6	135.9	1.3
Jun 16	129.1	1.5	136.3	1.3	136.2	1.6	136.6	1.2
Jul 16	128.9	1.3	135.6	0.7	135.3	0.9	135.9	0.6
Aug 16	128.7	1.1	135.9	0.7	135.6	0.7	136.3	0.6
Sep 16	128.8	1.3	135.3	0.5	135.2	0.6	135.7	0.4

Average Weekly Earnings

	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16
AWE $	$1,129.18	$1,138.75	$1,135.35	$1,133.68	$1,146.60	$1,114.88	$1,122.92	$1,128.57	$1,119.81	$1,100.62	$1,118.04	$1,125.25	$1,123.48
AWE %	-2.54	-1.22	-2.62	-2.13	-0.98	-4.84	-2.97	-2.21	-2.98	-4.32	-2.43	-1.07	-0.50

*Year to date – Graph data available upon request.
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100
[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100
Source: Statistics Canada Consumer Price Index

Union Data – Employees, Collective Agreements

UNION	EE	CBAs
ACTRA	1,076	2
Advance Tank Centre's Employees Association	35	1
Alberta College of Art & Design Faculty Association	70	1
Amalgamated Beverages Employees' Association	23	1
Association of Drivers of Foothills School Division	110	1
Association of the Academic Staff of the University of Alberta	3,956	1
ATA	33,294	68
Athabasca University Faculty Association	290	1
ATU	6,243	9
AUPE	96,915	121
Bakery Workers	631	5
Bargaining Council of Construction & Maintenance Skilled Trades	89	1
Battle River School Bus Drivers' Association	39	1
Boilermakers	4,022	21
Bow Valley College Faculty Association	140	1
Bricklayers	1,700	4
Calgary Board of Education Staff Association	3,600	1
Calgary Board of Education Staff Association for Professional Support Staff	175	1
Calgary Musicians Association	403	7
Calgary Police Association	2,001	1
Calgary Police Senior Officers' Association	40	1
Calgary Printing Trades Union	16	1
Camrose Police Association	28	1
CANA Services Employees Association	85	3
Canadian Energy Workers Association	2,048	4
Canadian Football League Players' Association	92	1
Canadian Iron Steel & Industrial Workers	262	6
Canadian National Federation of Independent Unions	500	1
Canadian Office & Professional Employees	72	18
Canadian Staff Union	27	1
Canadian Union of Skilled Workers	25	1
CANEM Systems Employees Association	386	2
Carpenters	10,339	19
Central Alberta Association of Municipal & School Employees	602	2
Civic Service Union 52	6,043	5
CLAC	30,514	154
Commercial Industries Employees' Association	38	1
Concordia University College Faculty Association	50	1
Construction Maintenance & Allied Workers	900	3
CUPE	37,605	199
Edmonton Police Association	1,700	1
Edmonton Police Service Senior Officers' Association	37	1
Elevator Constructors	585	2
Elk Island Catholic Transportation Association	36	1
Employees' Association of Food & Bar Services	216	1
ENTREC Employee Association	76	1
Faculty Association of Medicine Hat College	255	1
Faculty Association of Northern Lakes College	130	1
Faculty Association of Red Deer College	300	1
Faculty Association of the University of Calgary	2,300	1
Glass, Molders, Pottery, Plastics and Allied Workers Local 360	31	1
Grande Prairie Public School District Employees Association	299	1
Grande Prairie Regional College Academic Staff Association	230	1
Grande Prairie Regional College Employees' Association	140	1
Grant MacEwan University Faculty Association	1,000	1
HSAA	24,654	30
IAFF	3,989	16
IATSE	1,704	20
IBEW	10,410	28
Independent Air Handlers Employees Association	45	1
Independent Sheet Metal Workers	77	1
Insulators	780	1
Intermediate Staff Association	53	1
Iron Workers	4,448	10
Keyano College Faculty Association	146	1
Labourers	10,354	14
Lacombe Police Association	15	1
Lakeland College Faculty Association	113	1
Lethbridge College Faculty Association	406	1
Lethbridge Police Association	170	1
Lethbridge Regional Police Senior Officers	4	1
MacEwan Staff Association	720	1
Machinists	1,999	9
MaXfield Employees' Organization	98	1
Media & Communications Workers	138	5
Medicine Hat Employees' Association	155	1
Medicine Hat Police Association	115	1
Millwrights	800	1
Mine Workers	771	2
Mount Royal Faculty Association	900	1
Mount Royal Staff Association	678	1
Multi-Union	8,000	7
NAIT Academic Staff Association	1,200	1
National Hockey League Officials Association	70	1
National Hockey League Players Association	700	1
National Maintenance Council	2,000	1
Natural Gas Employees Association	1,602	3
Non-Academic Staff Association	6,686	3
NorQuest College Faculty Association	246	1
Oil & Gas Union	76	2
Olds College Faculty Association	63	1
Operating Engineers	9,788	61
Painters	594	3
Pepsi Beverages Company Employees' Association	120	1
Plasterers & Cement Masons	510	4
Plumbers & Pipefitters	12,421	19
Portage College Faculty Association	98	1
Professional Association of Resident Physicians of Alberta	1,600	1
Professional Support Staff - Grande Prairie Public School District	38	1
Quality Control Council of Canada	1,680	1
Quinn Construction Employees Association	207	1
SAIT Academic Faculty Association	660	1
Service Employees' International Union	220	2
Sheet Metal Workers	953	3
Steelworkers	3,989	34
Taber Police Association	12	1
Teamsters	8,402	116
Trotter & Morton Technologies Employees' Association	304	1
UFCW	31,057	83
UNA	32,804	45
Unifor	13,650	98
Union of Calgary Co-Operative Employees	2,961	2
Union Tractor Employees' Association	101	1
UNITE HERE	2,020	17
Unitech Electrical Contracting Employees' Association	41	1
United Utility Workers	1,524	6
University of Lethbridge Faculty Association	400	1
Western Canada Employees' Association	62	1
Willow Creek School Bus Drivers Association	32	1

Abbreviations / Acronyms Listing

ACTRA -Alliance of Canadian Cinema, Television and Radio Artists

ANC – Auxiliary Nursing

ATA – Alberta Teachers' Association

ATU – Amalgamated Transit Union

AUPE – Alberta Union of Provincial Employees

Bakery Workers – Bakery, Confectionery, Tobacco and Grain Millers International Union

Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers

Bricklayers – International Union of Bricklayers and Allied Craftsworkers

CAAMSE – Central Alberta Association of Municipal and School Employees Union

Carpenters – United Brotherhood of Carpenters and Joiners of America

CBA – Collective Bargaining Agreement

Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

CLR – Construction Labour Relations

CMAW – Construction Maintenance & Allied Workers

CNIFU – Canadian Federation of Independent Unions

COPE – Canadian Office and Professional Employees Union

CSU 52 – Civic Service Union 52

CUPE – Canadian Union of Public Employees

CUSW – Canadian Union of Skilled Workers

CWA-SCA – Media and Communications Workers of America (Canada)

Elevator Constructors – International Union of Elevator Constructors

Glass Workers – Aluminum, Brick and Glass Workers International Union

Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union

GPMC – General Presidents' Maintenance Committee for Canada

GSS – General Support Services

HCA – Health Care Aide

HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters

IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

IBEW – International Brotherhood of Electrical Workers

Insulators - International Association of Heat and Frost Insulators and Allied Workers

Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers

LPN – Licensed Practical Nurse

Operating Engineers – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

NAIT – Northern Alberta Institute of Technology

NASA – Non-Academic Staff Association

NGEA – Natural Gas Employees' Association

Painters – International Brotherhood of Painters and Allied Trades

Plasterers – Operative Plasterers and Cement Masons International Association of the United States and Canada

Plumbers & Pipefitters – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

PMP/PMT – Paramedical Professional/Paramedical Technical

SAIT – Southern Alberta Institute of Technology

SEIU – Service Employees International Union

Sheet Metal Workers – Sheet Metal Workers International Association

Steelworkers - United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

Teamsters – International Brotherhood of Teamsters

UFCW – United Food and Commercial Workers

UNA – United Nurses of Alberta

Unifor – Amalgamation of CEP and CAW

UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

UUWA – United Utility Workers Association

Resource List

Alberta Labour, Mediation Services

- Filing Collective Bargaining Agreements
- Search Collective Bargaining Agreements
- Publications -Bargaining Update, Collective Agreement Wage Charts, Expiring Collective Agreements, Legal Work Stoppage

Alberta Labour Relations Board (ALRB)

- Active ALRB certificates

Alberta Chamber of Commerce

Alberta Economic Reviews (contains key economic indicators, updated monthly)

Alberta Labour Market Information

- Monthly Labour Force Statistics and Annual Reviews
  Monthly statistical updates on Alberta's labour force which includes employment and unemployment rates.
- Census Analysis
  Three reports that analyze population, education, income, employment and other characteristics of Albertans, Aboriginal People, and Persons with Disabilities, using the 2006 Census data.
- Profiles of Alberta Industries
  Annual profiles of Alberta's 18 major industries. Information and statistics on demographics, wages and employment trends and outlook are included.
- Alberta Labour Force Profiles
  Annual reports on the labour force characteristics of Alberta's five target groups, women, youths, immigrants, Aboriginal people, and workers aged 45 and over.
- Labour Market Forecasts
  Short and medium employment forecasts for Alberta and the eight economic regions, and long-term occupational demand and supply outlook by 3-digit and 4-digit NOC for Alberta.
- Labour Market Highlights
  A PowerPoint presentation that provides a snapshot of Alberta's labour market conditions, trends and challenges.
-

Alberta Learning Information Service (ALIS)

City of Edmonton Economic Statistics

City of Calgary Economic Reports

Alberta Federation of Labour (AFL)

COLLECTIVE AGREEMENTS

Alberta Mediation Services

BC British Columbia Labour Relations Board

BC British Columbia Bargaining Database

ON Ontario Ministry of Labour

NL Newfoundland & Labrador Labour Relations Agency

NS Nova Scotia Labour & Advanced Education

NB New Brunswick Post-Secondary Education, Training and Labour

Negotech - Canadian agreements from selected bargaining units of 100 or more under provincial jurisdiction, all bargaining units under federal jurisdiction, and all large bargaining units of 500 or more employees.

United States Labor Contracts Database

U.S. Dept. of Labor, Office of Labor-Management Standards - Collective Bargaining Agreements Filer